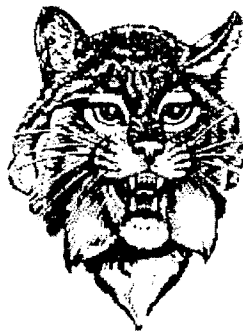


Columbus CSD      Columbus EA

7/1/2006    6/30/2007

**MASTER CONTRACT**  
**BETWEEN THE**  
**COLUMBUS COMMUNITY SCHOOL DISTRICT**  
**AND THE**  
**COLUMBUS EDUCATION ASSOCIATION**  
**2006-2007**



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## ARTICLE I: RECOGNITION

### Unit

The Board hereby recognizes the Columbus Community Education Association affiliate of the Iowa State Education Association and the National Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case 235) issued by the PERB on the 8th day of September 1975, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Superintendent of Buildings and Grounds, and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate or process grievances of other employees or having the responsibility to make recommendations thereon.

The Association unit described in the above certification is as follows: classroom teachers, guidance directors, librarians, school nurse, special or remedial personnel hired by the 13 Columbus Community School District, part time teachers under contract.

### Definitions

The term "Board", as used in this Agreement, shall mean the Board of Education of the Columbus Community School District or its duly authorized representatives.

The term "Employee", as used in this Agreement, shall mean all professional employees represented by this Association in the bargaining as defined and certified by the Public Employment Relations Board.

The term "Association", as used in this Agreement, shall mean the Columbus Education Association or its duly authorized representatives or agents.

## ARTICLE II: ACCESS TO INFORMATION

The Board and the Administration will grant requests for readily and pertinent information which is relevant to negotiations and/or the processing of grievances.

## ARTICLE III: MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the school district and the Board of Directors, as set forth and established by constitutional provisions, ordinance, charter, or special act, which are not specifically limited by express language of this Agreement, are retained by the Board.

## ARTICLE IV: ASSOCIATION RIGHTS

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket expenses to the district resulting from such meetings will be borne by the Association. As appropriate, such meetings will be scheduled with the district office or local school.

The Association shall have the right to use faculty mailboxes, school telephone and e-mail at no cost to the school, for the reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

#### ARTICLE IV: ASSOCIATION RIGHTS – con't.

1 The Association shall be provided with bulletin board space in each school. Only authorized  
2 representatives of the Association will use bulletin board space for Association  
3 announcements and all materials posted will relate only to the Association's official  
4 business.

#### 5 ARTICLE V: GRIEVANCE PROCEDURE

##### 6 Definition

7 A grievance is a claim by an employee, a group of employees, or the Association that there  
8 has been a violation, misinterpretation, or misapplication of any provision of this  
9 agreement.

10 A formal written grievance must be filed with the principal within twenty (20) contract days  
11 from the time of the occurrence of the event being grieved.

12 Every employee covered by this Agreement shall have the right to present grievances in  
13 accordance with these procedures.

14 It is agreed that any investigation, or other handling or processing of any grievance by the  
15 grieving employee, shall be conducted after school hours so as to result in no interference  
16 with or interruption whatsoever of the instructional program and related work activities of  
17 the grieving employee or of the teaching staff, unless mutually agreed upon by the  
18 grieving employee and the Superintendent or designee.

##### 19 Procedure Steps:

20 First Step – An attempt shall be made to resolve any grievance in informal verbal  
21 discussion between complainant and his or her principal.

22 Second Step – If the grievance cannot be resolved informally, the aggrieved employee  
23 shall file the grievance in writing and, at a mutually agreeable time, discuss the matter  
24 with the principal. The written grievance shall state the nature of the grievance, shall note  
25 the specific clause or clauses of the grievance, and shall state the remedy requested. The  
26 filing of the formal written grievance at the second step must be within twenty (20)  
27 contract days from the date of occurrence of the event giving rise to the grievance. The  
28 principal shall make a decision on the grievance and communicate it in writing to the  
29 employee and the Superintendent within ten (10) contract days after receipt of the  
30 grievance.

31 Third step – In the event a grievance has not been satisfactorily resolved at the second  
32 step, the aggrieved employee shall file, within five (5) contract days of the principal's  
33 written decision at the second step, a copy of the grievance with the Superintendent.  
34 Within ten (10) contract days after such written grievance is filed, the aggrieved and the  
35 Superintendent or his designee shall meet to resolve the grievance. The Superintendent or  
36 his designee shall file an answer within ten (10) contract days of the third step grievance  
37 meeting and communicate it in writing to the employee and the principal.

38 Fourth step – If the grievance is not resolved satisfactorily at step three, there shall be  
39 available a fourth step of impartial, binding arbitration. The Association may submit, in  
40 writing, a request on behalf of the Association and the grieving employee to the  
41 Superintendent within twenty (20) contract days from receipt of the step three answer to  
42 enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator  
43 to be selected by the two parties within seven (7) contract days after said notice is given.

1 ARTICLE V: GRIEVANCE PROCEDURE – con't.

2 If the two parties fail to reach agreement on an arbitrator within seven (7) contract days,  
3 the American Arbitration Association will be requested to provide a panel of three (3)  
4 arbitrators. Each of the two parties will alternately strike one name at a time from the  
5 panel until only one shall remain. The remaining name shall be the arbitrator. The  
6 decision of the arbitrator will be final and binding on the parties.

7 Expenses for the arbitrator's services shall be borne equally by the School District and the  
8 Association.

9 The arbitrator, in his opinion, shall not mend, modify, nullify, ignore, or add to the  
10 provisions of the Agreement. His authority shall be strictly limited to deciding only the  
11 issue or issues presented to him in writing by the School District and the Association, and  
12 his decision must be based solely and only upon his interpretation of the meaning or  
13 application of the express relevant language of the Agreement.

14 ARTICLE VI: EMPLOYEE WORK YEAR, HOURS AND HOLIDAYS

15 In addition to the State required days of instruction, there shall be five (5) work or  
16 in-service days.

17 The arrival and departure times for all employees shall be thirty (30) minutes before and  
18 twenty-five (25) minutes after the pupil's day not to exceed 8:00 AM to 3:45 PM. Early  
19 dismissals due to heat related weather conditions are exempt from the above statement  
20 and would require the employee to have his/her day end at 3:45 PM. Faculty meetings,  
21 in-service or scheduled duties may require a reasonable amount of extra time.

30 Teachers with co-curricular and extra duty roster responsibilities, with building principal's  
31 permission, may leave their building prior to the end of the teacher's contract day.

32 Teachers with building principal's permission may attend Columbus Community activities  
33 prior to the end of the teacher's contract day.

34 On days preceding holiday breaks, the employee day shall end at the close of the students'  
35 day, if all responsibilities have been fulfilled.

36 The staff will be surveyed to help determine the holidays and vacations on which school  
37 will be closed.

38 Each staff member shall have at least a daily 20 minute duty-free lunch.

39 In addition to a duty-free lunch time and to any time free from assigned duties before and  
40 after the pupil's day, classroom employees shall have at least 200 minutes of duty-free  
41 preparation time each week.

42 During the teacher's lunch period, upon notification of the building principal or his  
43 designee, the teacher is permitted to leave the building.

44 If a classroom teacher substitutes during his/her prep time, the teacher will receive  
45 compensation for that time beyond regular pay. The school day will be divided into eight  
46 (8) segments. The compensation will be in segments of 1/8 of that year's substitute pay.

47 ARTICLE VII: DUES DEDUCTION

48 The Association agrees to indemnify and hold harmless the Board, each individual board  
49 member, and all administrators and secretaries against any and all claims, costs, suits, or

1     ARTICLE VII: DUES DEDUCTION – con't.

2     other forms of liability and all costs arising out of the application of the provisions in the  
3     agreement between the parties for dues deduction.

4     Any employee who is a member of the Association may sign and deliver to the Board an  
5     assignment authorizing payroll deduction of professional dues on a form provided by the  
6     Association.

7     The deductions for each assignment shall be in equal amounts with one deduction per  
8     paycheck. Assignment for payroll deductions shall be made to the Board Secretary in  
9     ample time prior to the first paycheck. It is the responsibility of the Association to inform  
10    its members of the dues deduction system in use.

11    An employee may terminate the dues deduction at any time by giving thirty (30) days  
12    written notice to the employer. A revocation of authorization to deduct dues shall be filed  
13    in writing at the Board Secretary's office and with the Association.

14    Ample time must be provided for the Board Secretary to compute and process the dues  
15    deduction. The total amount of monthly dues deduction shall be paid to the Association  
16    treasurer.

17   ARTICLE VIII: VARIOUS LEAVES

18   Sick Leave

19    A full-time teacher shall be entitled to sick leave, granted in minimum units of one-half  
20    (1/2) day, in the following graduated scale:

21    1<sup>st</sup> year of employment in the district – 12 days

22    2<sup>nd</sup> year of employment in the district – 13 days

23    3<sup>rd</sup> year of employment in the district – 14 days

24    After the 3<sup>rd</sup> year of employment in the district, a teacher shall be granted fifteen (15)  
25    days of sick leave yearly.

26    The above amount applies only to consecutive years of employment in the district and  
27    unused portions may be accumulated only to a maximum total of one hundred twenty  
28    (120) days. Five (5) of those sick leave days may be used for the family illness of a  
29    spouse, child, or parent.

30    If an employee leaves the employment of Columbus Schools, and later returns as an  
31    employee of the district, accumulated sick leave of the first employment shall not be  
32    transferred to the second employment, unless the employee has been granted a leave of  
33    absence or has been subject to staff reduction.

34    Sick leave shall be paid where doctor appointment or illness or injury results in an inability  
35    to work to the extent of the unused, accumulated sick leave of the employee. The  
36    Superintendent or his/her designee may require such proof as he/she deems best.

37    Employees of the district are entitled to unpaid family and medical leaves to the same  
38    extent and subject to the same terms and conditions as set forth in the Family and Medical  
39    Leave Act of 1993.

1     Bereavement Leave

2     Five (5) school days of bereavement leave will be allowed for the funeral of the following  
3     relatives of the employee (not cumulative).

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| 4     • Husband or wife             | • Grandparents, grandchildren      |
| 5     • Child                       | grandparent-in-law                 |
| 6     • Parent                      | • Brother, sister, brother-in-law, |
| 7     • Other relative living in    | sister-in-law                      |
| 8     same house as employee        | • Other relatives standing in loco |
| 9     • Parental-in-law, son-in-law | parentis, provided the leave is    |
| 10    daughter-in-law               | approved by the Superintendent     |
| 11    • Niece or nephew             | • Aunt or Uncle                    |

12    Personal Leave

13    A regular employee of this school district shall be granted three (3) days personal leave  
14    during each school year of employment for the following purposes upon the previous  
15    approval of the Superintendent.

- |                                       |   |
|---------------------------------------|---|
| 16    • Community Service             | • Church Service                                |
| 17    • Funerals not entitling        | • Illness in the family                         |
| 18    • Bereavement leave             | • Commercial Business                           |
| 19    • Legal Business                | • Political Business                            |
| 20    • Family commitments pertaining | e. Parental-in-law, son-in-law, daughter-in-law |
| 21    to the following relatives of   | f. Grandparents, grandchildren                  |
| 22    the employee:                   | g. Brother, sister, brother-in-law,             |
| 23    a. Husband or wife              | sister-in-law                                   |
| 24    b. Child                        | h. Niece, nephew, aunt, uncle                   |
| 25    c. Parent                       | i. Other relatives standing in loco parentis,   |
| 26    d. Other relative living in the | provided leave is approved by the               |
| 27    same house as employee          | Superintendent                                  |

28    The District will "buy-back" unused personal leave days (full days only) for \$50 each at the  
29    end of the contract year.

30    Miscellaneous Leave

31    Employees may be granted other leaves of absence for good reason with pay or without  
32    pay upon making a written request to the Superintendent.

33    Jury Duty

34    Any employee called for jury duty during school hours may be released with pay.  
35    However, any remuneration received for jury duty shall revert to the district.

36    Absence Not Covered By Leave

37    One (1) / total number of contract days shall be deducted for any day of absence not  
38    covered by leave.

39    Maternity Leave

40    Pregnancy related disability or adoption of a child will be entitled to sick leave in the same  
41    manner and to the same extent as any other disability.

42    A leave of absence beyond the time of medical confinement for pregnancy and childbirth  
43    may be granted without salary or sick leave benefits for a period not to exceed one year.



1     ARTICLE IX: EMPLOYEE EVALUATION

2     The evaluation process of certified staff involves placing staff members in one of three  
3     different tiers. Each tier has a specific purpose and reason. Within four (4) weeks of the  
4     beginning of each school year, teachers shall be notified by a member of the administrative  
5     staff of their tier placement. Specifics of the process and the forms used in the process are  
6     located in the Staff Handbook, on the district's web site, and with the Association and  
7     Administration.

8     The tiers are:

9     Tier 1 - For those teachers who have not yet achieved their standard license (license  
10    beyond the initial license). This tier normally last for two years (with a possible third  
11    year), after which the teacher moves to Tier 2 upon demonstration of all the Iowa Teaching  
12    Standards.

13    Tier 2 - For those teachers who have their standard license and have shown competences  
14    in the Iowa Teaching Standards. Career Development Plans with goals based on identified  
15    building goals are the focus over a three year cycle with a formal observation occurring in  
16    the second year of the cycle.

17    Tier 3 - For those identified Tier 2 teachers who do not show competency in one or more of  
18    the Iowa Teaching Standards. This tier has an awareness phase and an intensive  
19    assistance phase.

20    All formal evaluations, having been preceded by a pre-conference, shall be conducted  
21    openly and with the full knowledge of the teacher. Teachers will also be informally  
22    evaluated inside and outside the classroom setting.

23    ARTICLE X: FACTORS OF EMPLOYMENT

24    Reduction

25    The Board will examine seniority, certification, qualifications, evaluations, curriculum, and  
26    other pertinent information such as extra duty assignments in making its decision.  
27    Employees who are reduced in force will be notified in writing by the Board through its  
28    official agent of the Superintendent or designated administrator, by April 30.

29    Certified full or part-time staff, whose salary is federally funded or funded by a special  
30    grant, will have their job security dependent upon the continued funding of the federal  
31    funds or special grant.

32    An employee laid off because of staff reduction shall have recall rights for two (2) years.  
33    The Board will examine seniority, certification, qualifications, evaluations, curriculum and  
34    other pertinent information such as extra duty assignments when making the decision of  
35    possible re-employment.

36    Voluntary Transfers

37    Employees who desire to change in grade and /or subject assignment or who desire to  
38    transfer to another building may file a written statement of such desire with the  
39    Superintendent. Such statement shall include the grade and/or subject to which the  
40    employee desires to be transferred, in order of preference.

1    Voluntary Transfers – con’t.  
2    Such requests for transfers and reassignments for the following year shall be submitted not  
3    later than April 1, or November 1 for the second semester, and shall be given due  
4    consideration.

5    No application from outside the system shall be solicited until applications from current  
6    employees have been processed and the employee notified in writing of the disposition  
7    of the application.

8    Involuntary Transfers  
9    An involuntary transfer or reassignment shall be made only after a meeting between the  
10   employee, building principal and the Superintendent. Written reasons for the transfer or  
11   reassignment shall be given to the employee before or at this meeting.

12   ARTICLE XI: SALARY SCHEDULE

13   The following scale (Schedule A) is adopted for the Columbus Community School District  
14   for the 2006-2007 school year. Steps indicate years of teaching service. Starting with the  
15   2002-2003 school year, those persons who are on the bottom step of their respective lane  
16   or are receiving a career increment during the 2001-2002 school year, will move to the  
17   next step for 2002-2003 and continue to do so in succeeding years.

18   When a horizontal move is made, the salary will move straight across and down one step  
19   only if available.

20   The Board of Education has the right to declare a moratorium on the salary of any teacher  
21   and to pay above the schedule for any teacher in short supply, if deemed necessary.

22   Moving Across the Salary Schedule  
23   Any certified staff member who desires course work from an accredited college or  
24   university to apply toward an educational lane change on the salary schedule must file a  
25   written notification form with the superintendent for approval prior to taking the class.  
26   Only graduate courses from recognized colleges or universities, and in the field in which  
27   the employee is currently teaching, will be approved by the Superintendent. The  
28   superintendent may grant prior approval to special cases.

29   Following completion of a graduate level course, the employee must submit an official  
30   grade reporting notice from the college or university to the personnel director at the  
31   Superintendent’s Office. The employee will receive an update on credit status each time  
32   the employee submits a new transcript or proof of completion indicating that the credit has  
33   been earned and received. When an employee wishes to move from one educational lane  
34   to another, an official transcript/transcripts of all classes taken that qualify for the lane  
35   change is required. To move to the Master’s lane, the submitted transcript must have the  
36   degree conferred and posted on the transcript.

37   Teachers who anticipate advancement on the salary schedule for the following year must  
38   file the “Advancement of the Salary Schedule” form by March 31 of the year preceding the  
39   anticipated move. All verification of course work must be received by September 10 of the  
40   same calendar year. Temporary advancement will occur based upon grade reports  
41   received by September 10. Advancement is not permanent until an official transcript is  
42   received.

43   Official transcripts must be provided by October 10 of the same calendar year.

1    Other Information

2    A secondary teacher who is assigned more than three (3) pupil-teacher contact periods  
3    per day in a semester (out of 4 such periods per day) under an 8-block system will be paid  
4    an amount per semester equal to 12.5% of the current BA base for that year.

5    All contracts will provide that upon acceptance of any resignation after June 1, the teacher  
6    will pay \$500 as liquidated damage for failure to perform the contract.

7    Credit will be given for up to eight (8) years of previous teaching experience if within the  
8    last ten (10) years, providing it is the type and field that would be approved by the  
9    administration.

10   Nurses who have obtained a BSN shall be placed on Salary Schedule A. Nurses hired to  
11   the district who have earned the status of Registered Nurse (R.N.) shall be placed on  
12   Salary Schedule B.

13   Sick Day Leave Buy Back

14   Available to certified staff who have completed at least fifteen (15) years of continuous  
15   service to the Columbus Community School District and who are leaving the district.

16   A. Fifteen (15) to nineteen (19) years in district: Buy back rate of 25% of current  
17       substitute rate based on the number of unused sick leave days accumulated up to  
18       120 days.

19   B. Twenty (20) years or more in district: Buy back rate of 50% of current substitute  
20       rate based on the number of unused sick leave days accumulated up to 120 days.

21   The sick day leave buy back option will not be available to any employee who is discharged  
22   for cause.

23   ARTICLE XII: INSURANCE

24   The District agrees to provide full-time employees insurance protection. Health payments  
25   of 80%/20% are extended to employees as outlined in the "Group Plan - Columbus  
26   Community Schools". Deductibles are 500/1,000 for all employees. Employees are also  
27   entitled to a drug card set at \$10/\$30.

28   Employees will make the following contribution to their monthly insurance costs:

- 29   • Single plan - \$5.00 (regardless of when hired)
- 30   • Two-person plan - \$50.00
- 31   • Family plan - \$100.00

32   All employees hired for the 2002-2003 school year, and those hired thereafter shall  
33   receive "up to \$550.00 per month" toward monthly premium (capped).

34   All employees shall be covered by a \$30,000 life insurance policy. Employees may  
35   purchase additional life insurance, if allowed by the carrier.

36   Each employee shall be covered by Workmen's Compensation, paid for by the District. The  
37   amounts payable under sick leave shall be reduced by amounts payable under Workmen's  
38   Compensation.

39   All employees shall be covered by a school financed liability insurance covering job-related  
40   performance of duties.

41   Dental coverage for the individual employee as outlined in Group Plan I.

42   Disability insurance for the individual employee is set at a rate of 66-2/3%.

1 ARTICLE XII: INSURANCE – con't.  
2 \$35.00 shall be paid towards the cost of a physical, to the employee's doctor, in the year  
3 said employee is required to obtain a physical by the District.

4 The District will provide a Flexible Benefit Plan subject to IRS regulations and plan  
5 documents.

6 ARTICLE XIII: FINALITY OF AGREEMENT  
7 The parties acknowledge that during the negotiations which resulted in the Master Contract  
8 between the Columbus Community School Board and the Columbus Education Association  
9 in compliance with the Iowa Public Employment Act, each had the unlimited right and  
10 opportunity to make demands and proposals with respect to any subject or matter not  
11 removed by law from the area of collective bargaining, and that the understandings and  
12 agreements arrived at by the parties after the exercise of that right and opportunity are  
13 set forth in this Agreement. Therefore, the School District and the Association, for the life  
14 of this Agreement, each voluntarily and unqualifiedly waives any rights which might  
15 otherwise exist under law to negotiate over any matter during the term of this Agreement.

16 ARTICLE XIV: COMPLIANCE CLAUSES AND DURATION

17 Should any article, section or clause of this Agreement be declared illegal by a court of  
18 competent jurisdiction, then that article, section, or clause shall be deleted from this  
19 Agreement to the extent that it violates the law. Upon such declaration the Board and the  
20 Association shall enter into negotiations to replace said article, section, or clause. The  
21 remaining articles, sections, and clauses shall remain in full force and effect.

22 Copies of this Agreement shall be printed and the expense shall be equally divided between  
23 the two parties. Sufficient copies shall be on hand for all employees to be distributed by  
24 the Association. The format and printer shall be chosen by mutual agreement.

25 Whenever any notice is required to be given by either of the parties of this Agreement to  
26 the other, pursuant to the provisions of this Agreement, either party shall do so by certified  
27 letter at the following designated addresses or at such other address as may be designated  
28 by a party in written notification to the other party.

29 1. If by Association, to the Board at Columbus Community Schools, 1210 Colton Street,  
30 Columbus Junction, IA 52738.

31 2. If by the Board, to Association at CEA, Columbus Community Schools, 1210 Colton  
32 Street, Columbus Junction, IA 52738.

33 This Agreement shall be effective as of July 1, 2006, and shall continue in effect until  
34 June 30, 2007.

35 In witness whereof the parties heretofore have caused this Agreement to be signed by  
36 their respective presidents, attested by their respective chief negotiators, and their  
37 signatures placed thereon, all on the 22nd day of May, 2006.

COLUMBUS EDUCATION  
ASSOCIATION

Janice L. Rutt 5/22/06  
President Date

Melissa S. Maine 5-22-06  
Chief Negotiator Date

COLUMBUS COMMUNITY  
BOARD OF EDUCATION

David L. Bean 5/22/06  
President Date

Rich Binderustine 5-22-06  
Chief Negotiator Date

## Schedule A - 2006-2007 Salary Schedule

Step	BA	BA+15	MA	MA+15
1	\$26,000 1.00	\$28,600 1.10	\$31,200 1.20	\$33,800 1.30
2	\$27,040 1.04	\$29,640 1.14	\$32,240 1.24	\$34,840 1.34
3	\$28,080 1.08	\$30,680 1.18	\$33,280 1.28	\$35,880 1.38
4	29,120 1.12	31,720 1.22	34,320 1.32	36,920 1.42
5	30,160 1.16	32,760 1.26	35,360 1.36	37,960 1.46
6	31,200 1.20	33,800 1.30	36,400 1.40	39,000 1.50
7	32,240 1.24	34,840 1.34	37,440 1.44	40,040 1.54
8	33,280 1.28	35,880 1.38	38,480 1.48	41,080 1.58
9	34,320 1.32	36,920 1.42	39,520 1.52	42,120 1.62
10	35,360 1.36	37,960 1.46	40,560 1.56	43,160 1.66
11	36,400 1.40	39,000 1.50	41,600 1.60	44,200 1.70
12	36,660 1.41	40,040 1.54	42,640 1.64	45,240 1.74
13	36,920 1.42	41,080 1.58	43,680 1.68	46,280 1.78
14	37,180 1.43	42,120 1.62	44,720 1.72	47,320 1.82
15	37,440 1.44	42,380 1.63	45,760 1.76	48,360 1.86
16	37,700 1.45	42,640 1.64	46,800 1.80	49,400 1.90
17	37,960 1.46	42,900 1.65	47,840 1.84	50,440 1.94
18	38,220 1.47	43,160 1.66	48,100 1.85	51,480 1.98
19	38,480 1.48	43,420 1.67	48,360 1.86	51,740 1.99
20	38,740 1.49	43,680 1.68	48,620 1.87	52,000 2.00
21	39,000 1.50	43,940 1.69	48,880 1.88	52,260 2.01
22	39,260 1.51	44,200 1.70	49,140 1.89	52,520 2.02
23	39,520 1.52	44,460 1.71	49,400 1.90	52,780 2.03
24	39,780 1.53	44,720 1.72	49,660 1.91	53,040 2.04
25	40,040 1.54	44,980 1.73	49,920 1.92	53,300 2.05
26	40,300 1.55	45,240 1.74	50,180 1.93	53,560 2.06
27	40,560 1.56	45,500 1.75	50,440 1.94	53,820 2.07
28	40,820 1.57	45,760 1.76	50,700 1.95	54,080 2.08
29	41,080 1.58	46,020 1.77	50,960 1.96	54,340 2.09
30	41,340 1.59	46,280 1.78	51,220 1.97	54,600 2.10
31	41,600 1.60	46,540 1.79	51,480 1.98	54,860 2.11
32	41,860 1.61	46,800 1.80	51,740 1.99	55,120 2.12
33	42,120 1.62	47,060 1.81	52,000 2.00	55,380 2.13
34	42,380 1.63	47,320 1.82	52,260 2.01	55,640 2.14
35	42,640 1.64	47,580 1.83	52,520 2.02	55,900 2.15

## Schedule B – Nurses (2006-2007)

Step	R.N.
1	23,400 0.90
2	24,440 0.94
3	25,480 0.98
4	26,520 1.02
5	27,560 1.06
6	28,600 1.10
7	29,640 1.14
8	30,680 1.18
9	31,720 1.22
10	31,980 1.23
11	32,240 1.24
12	32,500 1.25
13	32,760 1.26
14	33,020 1.27
15	33,280 1.28
16	33,540 1.29
17	33,800 1.30
18	34,060 1.31
19	34,320 1.32
20	34,580 1.33
21	34,840 1.34
22	35,100 1.35
23	35,360 1.36
24	35,620 1.37
25	35,880 1.38
26	36,140 1.39
27	36,400 1.40
28	36,660 1.41
29	36,920 1.42
30	37,180 1.43
31	37,440 1.44
32	37,700 1.45
33	37,960 1.46
34	38,220 1.47
35	38,480 1.48

## Schedule C – Co-curricular Activities – 2006-2007

Position	%	Amount	Position	%	Amount
Head Varsity Football	14%	3,640	H.S. Wrestling Cheerleading	4%	1,040
Asst. High School Football	10%	2,600	H.S. Football Cheerleading	2.5%	650
8th Football	6%	1,560	H.S. Basketball Cheerleading	4%	1,040
7th Football	6%	1,560	F/S Basketball Cheerleading	1.5%	390
Head Varsity Boys Basketball	14%	3,640	M.S. Football Cheerleading	1.25%	325
Asst. H.S. Boys Basketball	10%	2,600	F/S Football Cheerleading	1.5%	390
8th Boys Basketball	6%	1,560	National Honor Society	1.65%	429
7th Boys Basketball	6%	1,560	High School Art Activity	2.5%	650
Head Varsity Girls Basketball	14%	3,640	Middle School Art Activity	2.5%	650
Asst. H.S. Girls Basketball	10%	2,600	Elementary Art Activity	2.5%	650
8th Girls Basketball	6%	1,560	Science/Math Club Sponsor	2.75%	715
7th Girls Basketball	6%	1,560	High School Vocal	11%	2,860
Head Varsity Wrestling	14%	3,640	Middle School Vocal	3.25%	845
Asst. H.S. Wrestling	10%	2,600	Asst. H.S. Marching Band	5%	1,300
7th/8th Wrestling	8%	2,080	Music Coordinator	8%	2,080
Head Varsity Soccer	14%	3,640	High School Band	11%	2,860
Asst. High School Soccer	10%	2,080	Middle School Band	3.25%	845
Head Varsity Baseball	14%	3,640	Pep Band	3.25%	845
Asst. High School Baseball	10%	2,600	Senior Class Sponsor	2%	520
8th Baseball	8%	2,080	Junior Class Sponsor	1.5%	390
7th Baseball	6%	1,560	Sophomore Class Sponsor	2%	520
Head Varsity Softball	14%	3,640	Freshman Class Sponsor	1.5%	390
Asst. High School Softball	10%	2,600	M.S. Class Sponsor	0.3%	78
8 <sup>th</sup> Softball	8%	2,080	Newspaper Sponsor	3.25%	845
7th Softball	6%	1,560	HS Quiz Bowl Sponsor	1.25%	325
Head Varsity Volleyball	14%	3,640	Drama Coach	5%	1,300
Asst. High School Volleyball	10%	2,600	Yearbook Sponsor	8%	2,080
8th Volleyball	6%	1,560	Adult Home Economics	2%	520
7th Volleyball	6%	1,560	FCCLA Sponsor	3%	780
Head Varsity Boys Track	14%	3,640	FFA Sponsor	3%	780
Asst. High School Boys Track	10%	2,600	Jr./Sr. Prom Coordinator	3%	780
Head Varsity Girls Track	14%	3,640	Choreographer	4%	1,040
Asst. High School Girls Track	10%	2,600	Homecoming Coordinator	1.1%	286
8th Boys Track	6%	1,560	BPA Sponsor	3%	780
7th Boys Track	6%	1,560	HS Student Council	1.65%	429
8th Girls Track	6%	1,560	MS Student Council	0.75%	195
7th Girls Track	6%	1,560	Communication Coordinator	2.5%	650
Varsity Boys Golf	10%	2,600	Speech Coach	5%	1,300
Varsity Girls Golf	10%	2,600	Asst. Speech Coach	5%	1,300
Girls & Boys Bowling	1.25%	325	Close Up Sponsor	0.75%	195
Var. Girls/Boys Cross Country	14%	3,640	Extra Duty Roster Personnel	5%	1,300
MS Cross Country	6%	1,560			

Schedule C is based on a current BA base of \$26,000.